





NCFA Institutional Forces Sub-Committee

https://whsportal.osd.mil/NCFA/Shared%20Documents/Sub-Committee/Institutional%20Army/Initial%20Institutional%20SC%20Meeting%20_%20171346%20Jun%2015.pptx



Institutional Sub-Committee

July Agenda

- 1300-1400 – Sub-Committee Update:
 - Study Plan- Phase I and II. NDAA Tasks:
 - 1703(1)(2)(C) and 1703 (2)(2)(D) (**LTC Rice, Mr. Kaspersen, LTC Vincent and Mr. Magnell**)
 - 1703(a)(2)(A)(ii) (**Mr. Boyda**)
 - Fort Knox/Campbell Trip (**LTC Stevenson**)
- 1400-1500 - Integrated Pay and Personnel System-Army (IPPS-A) (**HQDA, G-1**)
- 1500-1600 – One Army School System/Army University (**TRADOC**)
- 1600-1630 - Next Steps / Taskings
 - August Sub-Committee Agenda
 - ARNG Distribution
 - ARNG personnel readiness account
 - IPPS-A before full committee
 - Guidance from Commissioners



Overarching Questions

1. **(Mr. Boyda)** - NDAA – 1703(a)(2)(A)(ii) - In undertaking the study required by subsection (a), the Commission shall give particular consideration to an evaluation and identification of a structure for the Army that achieves cost-efficiency between the regular and reserve components of the Army, manages military risk, takes advantage of the strengths and capabilities of each, and considers fully burdened lifecycle costs.
2. **(Mr. Kaspersen and Mr. Magnell)** - 1703 (a)(2)(C) An identification and evaluation of the distribution of responsibility and authority for the allocation of Army National Guard personnel and force structure to the States and territories.
3. **(LTC Rice, Mr. Kaspersen and LTC Vincent)** - 1703 (a)(2)(D) An identification and evaluation of the strategic basis or rationale, analytical methods, and decision-making processes for the allocation of Army National Guard personnel and force structure to the States and territories.



Overarching Questions

4. With a Specific focus on: recruiting (**LTC Stevenson and Mr. Magnell**); training and education (**Mr. Thomas**); leader development (**Mr. Sharp**); ARNG personnel readiness account (**LTC Rice and LTC Vincent**); and an integrated personnel and pay system (**Mr. Bhattacharjee**) :
 - a) What are the functions and roles of the Institutional Army by 2025?
 - b) How is the Institutional Army structured to execute these roles and functions?
 - c) How should the Army man the Institution?
 - d) What role do institutional elements play in improving integration between Regular Army, ARNG and USAR?
 - e) What does Institutional Army provide the Joint Force beyond support to the Army?
5. NDAA - 1703(a)(1)(B) (**Mr. Thomas**) - The Commission shall undertake a comprehensive study of the structure of the Army, and policy assumptions related to the size and force mixture of the Army, in order to make recommendations on the modifications, if any, of the structure of the Army related to current and anticipated mission requirements for the Army at acceptable levels of national risk and in a manner consistent with available resources and anticipated future resources.
6. Comparative analysis of COAs



Phase I

May thru June

- **(Mr. Boyda)** - NDAA – 1703(a)(2)(A)(ii) - In undertaking the study required by subsection (a), the Commission shall give particular consideration to an evaluation and identification of a structure for the Army that achieves cost-efficiency between the regular and reserve components of the Army, manages military risk, takes advantage of the strengths and capabilities of each, and considers fully burdened lifecycle costs.
- **(Mr. Kaspersen and Mr. Magnell)** - 1703 (a)(2)(C) - An identification and evaluation of the distribution of responsibility and authority for the allocation of Army National Guard personnel and force structure to the States and territories.
- **(LTC Rice, Mr. Kaspersen and LTC Vincent)** - An identification and evaluation of the strategic basis or rationale, analytical methods, and decision-making processes for the allocation of Army National Guard personnel and force structure to the States and territories.



Phase I (Continued)

May thru June

Goals:

- Evaluation of the Army's cost methodology is complete.
- First order review of the "Identification" of 1703 (a)(2)(C) and 1703(2)(2)(C) is approximately 90% complete.
- Identification of responsibilities and authorities:
 - External directives and drivers of the roles and functions (Statutes, DoD Directives and Instructions).
 - Internal directives and drivers of the roles and functions (Army Policy).

Process:

1. Collect and review existing literature and studies on the Institutional Army.
2. RFI's to following agencies
 - A. TRADOC
 - B. Integrated Pay and Personnel System-Army Program Manager and Functional
 - C. National Guard Bureau
 - D. HQDA, G-3
3. Brief Sub-Committee on the current army costing process, Activity Based Costing



Phase II

July

- **(Mr. Boyda)** - NDAA – 1703(a)(2)(A)(ii) - In undertaking the study required by subsection (a), the Commission shall give particular consideration to an evaluation and identification of a structure for the Army that achieves cost-efficiency between the regular and reserve components of the Army, manages military risk, takes advantage of the strengths and capabilities of each, and considers fully burdened lifecycle costs.
- **(Mr. Kaspersen and Mr. Magnell)** - An identification and evaluation of the distribution of responsibility and authority for the allocation of Army National Guard personnel and force structure to the States and territories.
- **(LTC Rice, Mr. Kaspersen and LTC Vincent)** - An identification and evaluation of the strategic basis or rationale, analytical methods, and decision-making processes for the allocation of Army National Guard personnel and force structure to the States and territories.



Phase II (Continued)

July

Goals:

- Request data to accomplish “deeper” evaluation – evaluation required to address unspoken “intent” of NDAA language and “implied tasks.”
- Continue research as required to support commissioners
- Integrated Pay and Personnel System – Army Brief to Sub-Committee. DO we present to the full committee?
- TRADOC Brief to Sub-Committee

Process:

1. Complete follow-up with National Guard Bureau
2. Collect data from Fort Knox/Campbell trip



Phase III

August

- **(Mr. Kaspersen, LTC Rice and LTC Vincent)** - Present ARNG Distribution Data
- **(LTC Rice and LTC Vincent)** - ARNG Personnel Readiness Account (TTHS)
- **(Mr. Bhattacharjee)** - Public Hearing: IPPS-A. Pending approval by Sub-Committee in July.
- With a Specific focus on: recruiting **(LTC Stevenson and Mr. Magnell)**; training and education **(Mr. Thomas)**; leader development **(Mr. Sharp)**; ARNG personnel readiness account **(LTC Rice and LTC Vincent)**; and an integrated personnel and pay system **(Mr. Bhattacharjee)**:
 - What are the functions and roles of the Institutional Army by 2025?
 - How is the Institutional Army structured to execute these roles and functions?
 - How should the Army man the Institution?
 - What role do institutional elements play in improving integration between Regular Army, ARNG and USAR?
- What does Institutional Army provide the Joint Force beyond support to the Army?



Phase III (Continued)

August

Goals:

- Identify/develop rules for manning specific functions: workload, existence, etc. (these look a lot like rules of allocation)
- Describe how these roles and functions evolved.
- Identify the factors that contributed to the evolution of these roles and functions.
- Forecast how these roles and functions will change.
- Identify the factors driving the future change of the roles and functions.

Process:

1. Review GF TAA process.
2. Identify functions and roles of the other DoD services.
3. Identify alternative structures in relation to the POM PB and POM BCA.
4. Identify the Army's vision and strategy for the Institutional Army in The Army Plan (TAP).
5. Identify principles for manpower allocation between uniformed, civilian, and contract personnel.
6. Identify the process to apportion these functions and roles across the components.



Phase IV

September

- Comparative analysis of COAs?
- NDAA - 1703(a)(1)(B) - The Commission shall undertake a comprehensive study of the structure of the Army, and policy assumptions related to the size and force mixture of the Army, in order to make recommendations on the modifications, if any, of the structure of the Army related to current and anticipated mission requirements for the Army at acceptable levels of national risk and in a manner consistent with available resources and anticipated future resources.

Goals:

- Potential evaluation criteria include:
 - Cost
 - Function execution risk
 - Manpower mix
 - Component Mix

Process:

- Conduct a risk analysis of current (organizations, not manpower) structure
- Linkage between the Institutional Army and Operating Force (minimum relative size)



Institutional 20 August 15 Focus Topics

Topic
ARNG Distribution Data
ARNG Personnel Readiness Account
Public Hearing: IPPS-A